

CITY OF SAN LUIS
SALARY SCHEDULE
2006-2007

Occupational Job Families and Job Classes	Salaries								
	Pay grade	Annual month hourly	Minimum	*Entry for new hires--only--for additional, directly related experience in excess of minimum qualifications				Midpoint	Maximum
				2-3 years	4-5 years	6-7 years	8+ years		
				2-3 years	4-5 years	6-7 years	8+ years		
* City Administrator	101	annual monthly	\$100,653 \$8,387.75	104,679.26 8,723.27	108,705.39 9,058.78	112,731.51 9,394.29	116,757.64 9,729.80	118,415.46 9,867.96	136,177.77 11,348.15
* Attorney	94	annual monthly	\$84,676 \$7,056.33	88,063.02 7,338.59	91,450.06 7,620.83	94,837.10 7,903.09	98,224.14 8,185.35	99,618.81 8,301.57	114,561.63 9,546.80
Assistant City Administrator	90	annual monthly	\$76,712 \$6,392.67	79,780.75 6,648.40	82,849.24 6,904.10	85,917.73 7,159.81	88,986.23 7,415.52	90,249.72 7,520.81	103,787.18 8,648.93
* Police Chief	89	annual monthly	\$74,841 \$6,236.75	77,834.88 6,486.24	80,828.53 6,735.71	83,822.18 6,985.18	86,815.83 7,234.65	88,048.51 7,337.38	101,255.79 8,437.99
Administrative Services Director	87	annual monthly	\$71,235 \$5,936.26	74,084.36 6,173.70	76,933.76 6,411.15	79,783.16 6,648.60	82,632.56 6,886.05	83,805.84 6,983.82	96,376.71 8,031.39
* Public Works Director	86	annual	\$69,498	72,277.43	75,057.33	77,837.23	80,617.13	81,761.79	94,026.06
* Magistrate	86	annual monthly	\$69,498 \$5,791.50	72,277.43 6,023.12	75,057.33 6,254.78	77,837.23 6,486.44	80,617.13 6,718.09	81,761.79 6,813.48	94,026.06 7,835.51
* Finance Director	83	annual	\$64,535	67,116.77	69,698.19	72,279.60	74,861.02	75,923.95	87,312.55
* Fire Chief	83	annual monthly	\$64,535 \$5,377.92	67,116.77 5,593.06	69,698.19 5,808.18	72,279.60 6,023.30	74,861.02 6,238.42	75,923.95 6,327.00	87,312.55 7,276.05
* Police Commander	82	annual monthly	\$62,962 \$5,246.75	65,479.28 5,456.65	67,998.23 5,666.52	70,516.69 5,876.39	73,035.14 6,086.26	74,072.15 6,172.68	85,182.97 7,098.58
Director of Operations	80	annual	\$59,927	62,324.60	64,721.70	67,118.80	69,515.90	70,502.94	81,078.38
Deputy Fire Chief	80	annual monthly	\$59,927 \$4,993.92	62,324.60 5,193.72	64,721.70 5,393.48	67,118.80 5,593.23	69,515.90 5,792.99	70,502.94 5,875.25	81,078.38 6,756.53
* Human Resources Director	78	annual monthly	\$57,040 \$4,753.33	59,321.60 4,943.47	61,603.20 5,133.60	63,884.80 5,323.73	66,166.40 5,513.87	67,106.00 5,592.17	77,172.00 6,431.00
Planning and Zoning Director	77	annual	\$55,649	57,874.58	60,100.53	62,326.48	64,552.42	65,468.99	75,289.33
Assistant Fire Chief	77	annual	\$55,649	57,874.58	60,100.53	62,326.48	64,552.42	65,468.99	75,289.33

		monthly	\$4,637.41	4,822.89	5,008.38	5,193.88	5,379.37	5,455.75	6,274.11
* Police Lieutenant	76	annual	\$54,291	56,463.01	58,634.66	60,806.32	62,977.97	63,872.18	73,453.01
		monthly	\$4,524.25	4,705.25	4,886.22	5,067.19	5,248.16	5,322.68	6,121.08
Facilities Director	75	annual	\$52,967	55,085.86	57,204.55	59,323.24	61,441.92	62,314.32	71,661.47
		monthly	\$4,413.91	4,590.49	4,767.05	4,943.60	5,120.16	5,192.86	5,971.79
Economic Development Director	73	annual	\$50,415	52,431.52	54,448.11	56,464.71	58,481.31	59,311.67	68,208.42
		monthly	\$4,201.25	4,369.29	4,537.34	4,705.39	4,873.44	4,942.64	5,684.04
Social Services Director	72	annual	\$49,185	51,152.70	53,120.11	55,087.52	57,054.93	57,865.04	66,544.80
Battalion Chief	72	annual	\$49,185	51,152.70	53,120.11	55,087.52	57,054.93	57,865.04	66,544.80
		monthly	\$4,098.75	4,262.73	4,426.68	4,590.63	4,754.58	4,822.09	5,545.40
* City Clerk	70	annual	\$46,815	48,687.88	50,560.49	52,433.10	54,305.71	55,076.78	63,338.30
Utilities Supervisor	70	annual	\$46,815	48,687.88	50,560.49	52,433.10	54,305.71	55,076.78	63,338.30
Assistant Public Works Director	70	annual	\$46,815	48,687.88	50,560.49	52,433.10	54,305.71	55,076.78	63,338.30
* Public Works Superintendent	70	annual	\$46,815	48,687.88	50,560.49	52,433.10	54,305.71	55,076.78	63,338.30
HR Senior Analyst	70	annual	\$46,815	48,687.88	50,560.49	52,433.10	54,305.71	55,076.78	63,338.30
Parks and Recreation Asst. Director	70	annual	\$46,815	48,687.88	50,560.49	52,433.10	54,305.71	55,076.78	63,338.30
		monthly	\$3,901.25	4,057.32	4,213.37	4,369.43	4,525.48	4,589.73	5,278.19
Engineering Technician	69	annual	\$45,673	47,500.37	49,327.30	51,154.24	52,981.18	53,733.45	61,793.46
		monthly	\$3,806.08	3,958.36	4,110.61	4,262.85	4,415.10	4,477.79	5,149.46
* Police Sergeant	68	annual	\$44,559	46,341.82	48,124.20	49,906.58	51,688.95	52,422.87	60,286.31
Deputy Clerk	68	annual	\$44,559	46,341.82	48,124.20	49,906.58	51,688.95	52,422.87	60,286.31
		Hourly	\$21.24	22.28	23.14	23.99	24.85	25.20	28.98
* Fire Captain	67	annual	\$43,473	45,211.53	46,950.44	48,689.34	50,428.25	51,144.27	58,815.91
		Hourly							
* Assistant Finance Director	66	annual	\$42,412	44,108.81	45,805.31	47,501.80	49,198.29	49,896.85	57,381.37
Grant Coordinator	66	annual	\$42,412	44,108.81	45,805.31	47,501.80	49,198.29	49,896.85	57,381.37
		Hourly	\$20.39	21.21	22.02	22.84	23.65	23.99	27.59
Grant Writer	64	annual	\$40,369	41,983.40	43,598.15	45,212.90	46,827.64	47,492.54	54,616.42
Parks Supervisor	64	annual	\$40,369	41,983.40	43,598.15	45,212.90	46,827.64	47,492.54	54,616.42
Public Works Maintenance Supervisor	64	annual	\$40,369	41,983.40	43,598.15	45,212.90	46,827.64	47,492.54	54,616.42
Water Supervisor	64	annual	\$40,369	41,983.40	43,598.15	45,212.90	46,827.64	47,492.54	54,616.42
Paramedic	64	annual	\$40,369	41,983.40	43,598.15	45,212.90	46,827.64	47,492.54	54,616.42
Probation Officer	64	annual	\$40,369	41,983.40	43,598.15	45,212.90	46,827.64	47,492.54	54,616.42
I.T. Coordinator	64	annual	\$40,369	41,983.40	43,598.15	45,212.90	46,827.64	47,492.54	54,616.42
		Hourly							

Assistant to City Council	63	annual	\$39,384	40,959.42	42,534.78	44,110.14	45,685.50	46,334.18	53,284.31
Community Center Director	63	annual	\$39,384	40,959.42	42,534.78	44,110.14	45,685.50	46,334.18	53,284.31
Communications Supervisor	63	annual	\$39,384	40,959.42	42,534.78	44,110.14	45,685.50	46,334.18	53,284.31
		Hourly	\$18.93	19.69	20.45	21.21	21.96	22.28	25.62

Police Corporal	62	annual	\$38,423	39,960.41	41,497.35	43,034.28	44,571.22	45,204.08	51,984.69
Electrician		annual	\$38,423	39,960.41	41,497.35	43,034.28	44,571.22	45,204.08	51,984.69
		Hourly	\$18.47	19.21	19.95	20.69	21.43	21.73	24.99

Proposed position PW 2014

Recreation Program Coordinator	60	annual	\$36,572	38,034.89	39,497.77	40,960.65	42,423.53	43,025.89	49,479.78
Chief Wastewater Plant Operator	60	annual	\$36,572	38,034.89	39,497.77	40,960.65	42,423.53	43,025.89	49,479.78
Fire Engineer	60	annual	\$36,572	38,034.89	39,497.77	40,960.65	42,423.53	43,025.89	49,479.78
I.T. Technician	60	annual	\$36,572	38,034.89	39,497.77	40,960.65	42,423.53	43,025.89	49,479.78
		Hourly							

position pay/reclassified 07/2013

* Police Officer	59	annual	\$35,680	37,107.21	38,534.41	39,961.61	41,388.81	41,976.48	48,272.95
Communications Coordinator	59	annual	\$35,680	37,107.21	38,534.41	39,961.61	41,388.81	41,976.48	48,272.95
		Hourly	\$17.15	17.84	18.53	19.21	19.90	20.18	23.21

Economic Development Assistant	58	annual	\$34,810	36,202.16	37,594.55	38,986.94	40,379.33	40,952.67	47,095.57
Accountant	58	annual	\$34,810	36,202.16	37,594.55	38,986.94	40,379.33	40,952.67	47,095.57
Lead Mechanic	58	annual	\$34,810	36,202.16	37,594.55	38,986.94	40,379.33	40,952.67	47,095.57
GIS Technician	58	annual	\$34,810	36,202.16	37,594.55	38,986.94	40,379.33	40,952.67	47,095.57
		Hourly	\$16.74	17.40	18.07	18.74	19.41	19.69	22.64

Human Resources Specialist	57	annual	\$33,961	35,319.18	36,677.61	38,036.04	39,394.47	39,953.82	45,946.89
* Building Inspector	57	annual	\$33,961	35,319.18	36,677.61	38,036.04	39,394.47	39,953.82	45,946.89
* Firefighter/EMT	57	annual	\$33,961	35,319.18	36,677.61	38,036.04	39,394.47	39,953.82	45,946.89
		Hourly							

Administrative Coordinator	55	annual	\$32,324	33,617.30	34,910.27	36,203.25	37,496.22	38,028.62	43,732.91
Procurement Specialist	55	annual	\$32,324	33,617.30	34,910.27	36,203.25	37,496.22	38,028.62	43,732.91
HR Training/Programs Coordinator	55	annual	\$32,324	33,617.30	34,910.27	36,203.25	37,496.22	38,028.62	43,732.91
Computer Tech	55	annual	\$32,324	33,617.30	34,910.27	36,203.25	37,496.22	38,028.62	43,732.91
		Hourly	\$15.54	16.16	16.78	17.41	18.03	18.28	21.03

* Wastewater Plant Operator	54	annual	\$31,536	32,797.37	34,058.80	35,320.24	36,581.68	37,101.09	42,666.26
Court Compliance Officer	54	annual	\$31,536	32,797.37	34,058.80	35,320.24	36,581.68	37,101.09	42,666.26
Police Recruit	54	annual	\$31,536	32,797.37	34,058.80	35,320.24	36,581.68	37,101.09	42,666.26
Graphic Arts Specialist	54	annual	\$31,536	32,797.37	34,058.80	35,320.24	36,581.68	37,101.09	42,666.26
		Hourly	\$15.16	15.77	16.37	16.98	17.59	17.84	20.51

Proposed position I.T.

Lead Maintenance Technician	53	annual	\$30,767	31,997.43	33,228.10	34,458.77	35,689.44	36,196.19	41,625.62
		Hourly	\$14.79	15.38	15.98	16.57	17.16	17.40	20.01

* Mechanic	52	annual	\$30,016	31,217.01	32,417.66	33,618.31	34,818.97	35,313.36	40,610.36
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Water System Operator	52	annual	\$30,016	31,217.01	32,417.66	33,618.31	34,818.97	35,313.36	40,610.36
HR Technician	52	annual	\$30,016	31,217.01	32,417.66	33,618.31	34,818.97	35,313.36	40,610.36
Meter Reader Technician	52	annual	\$30,016	31,217.01	32,417.66	33,618.31	34,818.97	35,313.36	40,610.36
		Hourly	\$14.43	15.01	15.59	16.16	16.74	16.98	19.52
Purchasing Assistant	51	annual	\$29,284	30,455.62	31,626.99	32,798.36	33,969.73	34,452.05	39,619.86
Chief Court Clerk	51	annual	\$29,284	30,455.62	31,626.99	32,798.36	33,969.73	34,452.05	39,619.86
		Hourly	\$14.08	14.64	15.21	15.77	16.32	16.56	19.05
Accounting Specialist	50	annual	\$28,570	29,712.80	30,855.60	31,998.40	33,141.20	33,611.76	38,653.52
Recreation Specialist	50	annual	\$28,570	29,712.80	30,855.60	31,998.40	33,141.20	33,611.76	38,653.52
* Communications Officer	50	annual	\$28,570	29,712.80	30,855.60	31,998.40	33,141.20	33,611.76	38,653.52
		Hourly	\$13.74	14.29	14.83	15.38	15.93	16.16	18.58
* Administrative Assistant	49	annual	\$27,873	28,988.09	30,103.02	31,217.95	32,332.87	32,791.96	37,710.76
* Heavy Equipment Operator	49	annual	\$27,873	28,988.09	30,103.02	31,217.95	32,332.87	32,791.96	37,710.76
		Hourly	\$13.40	13.94	14.47	15.01	15.54	15.77	18.13
Material Coordinator	45	annual	\$25,252	26,261.78	27,271.85	28,281.92	29,291.99	29,707.90	34,164.08
Public Works Equipment Operator	45	annual	\$25,252	26,261.78	27,271.85	28,281.92	29,291.99	29,707.90	34,164.08
		Hourly	\$12.14	12.63	13.11	13.60	14.08	14.28	16.43
* Accounting Clerk	44	annual	\$24,636	25,621.25	26,606.68	27,592.12	28,577.55	28,983.32	33,330.81
* Maintenance Technician	44	annual	\$24,636	25,621.25	26,606.68	27,592.12	28,577.55	28,983.32	33,330.81
Police Records Clerk	44	annual	\$24,636	25,621.25	26,606.68	27,592.12	28,577.55	28,983.32	33,330.81
Court Clerk Specialist	44	annual	\$24,636	25,621.25	26,606.68	27,592.12	28,577.55	28,983.32	33,330.81
		Hourly	\$11.84	12.32	12.79	13.27	13.74	13.93	16.02
Lead Custodian	43	annual	\$24,035	24,996.34	25,957.74	26,919.14	27,880.54	28,276.41	32,517.87
		hourly	\$11.56	12.02	12.48	12.94	13.40	13.59	15.63
* Secretary	41	annual	\$22,877	23,791.88	24,706.95	25,622.02	26,537.10	26,913.89	30,950.97
Court Clerk	41	annual	\$22,877	23,791.88	24,706.95	25,622.02	26,537.10	26,913.89	30,950.97
		hourly	\$10.99	11.44	11.88	12.32	12.76	12.94	14.88
* Meter Reader	40	annual	\$22,319	23,211.59	24,104.34	24,997.10	25,889.85	26,257.45	30,196.07
Parts Runner	40	annual	\$22,319	23,211.59	24,104.34	24,997.10	25,889.85	26,257.45	30,196.07
		hourly	\$10.73	11.16	11.59	12.02	12.45	12.62	14.52
* Office Support Specialist	37	annual	\$20,725	21,554.27	22,383.28	23,212.29	24,041.30	24,382.66	28,040.05
* Cook	37	annual	\$20,725	21,554.27	22,383.28	23,212.29	24,041.30	24,382.66	28,040.05
Recreation Assistant	37	annual	\$20,725	21,554.27	22,383.28	23,212.29	24,041.30	24,382.66	28,040.05
Swimming Pool Coordinator	37	annual	\$20,725	21,554.27	22,383.28	23,212.29	24,041.30	24,382.66	28,040.05
Senior Aid	37	annual	\$20,725	21,554.27	22,383.28	23,212.29	24,041.30	24,382.66	28,040.05
		hourly	\$9.96	10.36	10.76	11.16	11.59	11.72	13.48

Bus Driver	35	annual	\$19,727	20,515.66	21,304.73	22,093.79	22,882.85	23,207.76	26,688.93
Recreation Instructor	35	annual	\$19,727	20,515.66	21,304.73	22,093.79	22,882.85	23,207.76	26,688.93
		hourly	\$9.48	9.86	10.24	10.62	11.00	11.16	12.83
Groundskeeper	34	annual	\$19,245	20,015.28	20,785.10	21,554.92	22,324.74	22,641.72	26,037.98
Welder	34	annual	\$19,245	20,015.28	20,785.10	21,554.92	22,324.74	22,641.72	26,037.98
		hourly	\$9.25	9.62	9.99	10.36	10.73	10.59	12.52
* Custodian	32	annual	\$18,318	19,050.83	19,783.56	20,516.28	21,249.00	21,550.71	24,783.32
		hourly	\$8.81	9.16	9.51	9.86	10.22	10.36	11.92
Head Lifeguard	30	annual	\$17,435	18,132.86	18,830.27	19,527.69	20,225.11	20,512.28	23,589.12
		hourly	\$8.38	8.72	9.05	9.39	9.72	9.86	11.34
Lifeguard	24	annual	\$15,035	15,635.90	16,237.29	16,838.67	17,440.05	17,687.68	20,340.83
		hourly	\$7.22	7.52	7.81	8.10	8.38	8.50	9.78

* **New hires only:** Rate of hire may increase 4% from minimum entry salary for every 2 years of additional,^(a) directly related education or experience up to the midpoint. Exceptions in offering a higher than entry salary may be made by the administrator for exceptional circumstances such as to correct an inequality in relationship to subordinates, for hard to fill positions, and for special situations as determined by the City Administrator and shall not exceed the midpoint.

(a) **additional** is experience and/or education in excess of the required minimum qualifications

Promotion: the higher of 5% increase of current wages or the minimum entry wage

Merit increases and general increases as determined by budget and administration and should stay within the salary range.

No skills pay or additional consideration in salary will be made for any certification or for any assignment for current or new employees as salary ranges already reflect market value.

Underfill: any position of a new hire or promotion of candidates or employees not meeting the minimum qualifications. The salary will be 10% to 15% less than the minimum entry salary and should not exceed 12 months. After the 12-month period or upon meeting minimum requirements, the employee will receive entry level salary.

Seasonal, temporary, and emergency appointments: salary will be 10% less than the minimum entry salary.

Human Resource Director

City Administrator